

200524517

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2451
Shirley F. Ebbesen		Revision No.: 7
Director		Date Of Last Revision: 05/29/2008

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.33
01012 - Accounting Clerk II	15.72
01013 - Accounting Clerk III	20.33
01020 - Administrative Assistant	21.11
01040 - Court Reporter	17.78
01051 - Data Entry Operator I	11.06
01052 - Data Entry Operator II	13.25
01060 - Dispatcher, Motor Vehicle	15.45

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01070 - Document Preparation Clerk		11.66
01090 - Duplicating Machine Operator		11.56
01111 - General Clerk I		10.48
01112 - General Clerk II		13.88
01113 - General Clerk III		15.05
01120 - Housing Referral Assistant		18.30
01141 - Messenger Courier		9.78
01191 - Order Clerk I		13.17
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		14.40
01262 - Personnel Assistant (Employment) II		15.51
01263 - Personnel Assistant (Employment) III		18.17
01270 - Production Control Clerk		18.12
01280 - Receptionist		11.56
01290 - Rental Clerk		14.59
01300 - Scheduler, Maintenance		14.20
01311 - Secretary I		14.18
01312 - Secretary II		16.96
01313 - Secretary III		18.21
01320 - Service Order Dispatcher		15.06
01410 - Supply Technician		21.11
01420 - Survey Worker		14.33
01531 - Travel Clerk I		11.44
01532 - Travel Clerk II		12.28
01533 - Travel Clerk III		13.17
01611 - Word Processor I		12.79
01612 - Word Processor II		15.43
01613 - Word Processor III		16.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.98
05010 - Automotive Electrician		17.31
05040 - Automotive Glass Installer		16.65

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05070 - Automotive Worker	16.65
05110 - Mobile Equipment Servicer	15.43
05130 - Motor Equipment Metal Mechanic	17.93
05160 - Motor Equipment Metal Worker	16.65
05190 - Motor Vehicle Mechanic	18.21
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.04
05280 - Motor Vehicle Wrecker	16.65
05310 - Painter, Automotive	18.53
05340 - Radiator Repair Specialist	16.65
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	17.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.98
07041 - Cook I	10.88
07042 - Cook II	12.08
07070 - Dishwasher	8.33
07130 - Food Service Worker	8.61
07210 - Meat Cutter	11.32
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.22
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	16.22
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.03
09130 - Upholsterer	16.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.28
11060 - Elevator Operator	11.02
11090 - Gardener	13.43

11122 - Housekeeping Aide	10.93
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	10.94
11240 - Maid or Houseman	10.20
11260 - Pruner	12.96
11270 - Tractor Operator	12.59
11330 - Trail Maintenance Worker	10.94
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	12.64
12011 - Breath Alcohol Technician	15.88
12012 - Certified Occupational Therapist Assistant	18.84
12015 - Certified Physical Therapist Assistant	17.79
12020 - Dental Assistant	12.80
12025 - Dental Hygienist	19.02
12030 - EKG Technician	20.82
12035 - Electroneurodiagnostic Technologist	20.82
12040 - Emergency Medical Technician	12.64
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.88
12073 - Licensed Practical Nurse III	17.76
12100 - Medical Assistant	11.73
12130 - Medical Laboratory Technician	15.64
12160 - Medical Record Clerk	13.16
12190 - Medical Record Technician	16.42
12195 - Medical Transcriptionist	13.22
12210 - Nuclear Medicine Technologist	23.09
12221 - Nursing Assistant I	9.47
12222 - Nursing Assistant II	10.64
12223 - Nursing Assistant III	11.07
12224 - Nursing Assistant IV	12.42
12235 - Optical Dispenser	11.48

12236 - Optical Technician	11.09
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.93
12305 - Radiologic Technologist	19.01
12311 - Registered Nurse I	22.50
12312 - Registered Nurse II	26.10
12313 - Registered Nurse II, Specialist	26.10
12314 - Registered Nurse III	33.10
12315 - Registered Nurse III, Anesthetist	33.10
12316 - Registered Nurse IV	34.88
12317 - Scheduler (Drug and Alcohol Testing)	19.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.46
13012 - Exhibits Specialist II	26.07
13013 - Exhibits Specialist III	28.16
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	26.32
13047 - Librarian	24.59
13050 - Library Aide/Clerk	10.34
13054 - Library Information Technology Systems Administrator	20.34
13058 - Library Technician	14.60
13061 - Media Specialist I	15.60
13062 - Media Specialist II	17.43
13063 - Media Specialist III	19.41
13071 - Photographer I	14.35
13072 - Photographer II	18.24
13073 - Photographer III	21.49
13074 - Photographer IV	25.11
13075 - Photographer V	30.36
13110 - Video Teleconference Technician	14.06

14000 - Information Technology Occupations

14041 - Computer Operator I	14.44
14042 - Computer Operator II	15.86
14043 - Computer Operator III	18.84
14044 - Computer Operator IV	20.94
14045 - Computer Operator V	23.18
14071 - Computer Programmer I (1)	20.31
14072 - Computer Programmer II (1)	23.57
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	14.44
14160 - Personal Computer Support Technician	20.94

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	25.09
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	34.24
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	29.84
15070 - Flight Instructor (Pilot)	34.24
15080 - Graphic Artist	20.56
15090 - Technical Instructor	18.56
15095 - Technical Instructor/Course Developer	23.00
15110 - Test Proctor	16.96
15120 - Tutor	16.96

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.64
16070 - Finisher, Flatwork, Machine	8.54

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16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.35
16220 - Tailor	12.05
16250 - Washer, Machine	9.24
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.21
19040 - Tool And Die Maker	22.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.61
21030 - Material Coordinator	19.20
21040 - Material Expediter	19.20
21050 - Material Handling Laborer	18.10
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	15.61
21110 - Shipping Packer	13.72
21130 - Shipping/Receiving Clerk	13.72
21140 - Store Worker I	12.47
21150 - Stock Clerk	15.81
21210 - Tools And Parts Attendant	15.61
21410 - Warehouse Specialist	15.61
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.06
23021 - Aircraft Mechanic I	20.33
23022 - Aircraft Mechanic II	21.06
23023 - Aircraft Mechanic III	22.65
23040 - Aircraft Mechanic Helper	16.07
23050 - Aircraft, Painter	19.92
23060 - Aircraft Servicer	17.84

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23080 - Aircraft Worker		18.86
23110 - Appliance Mechanic		19.92
23120 - Bicycle Repairer		13.96
23125 - Cable Splicer		24.52
23130 - Carpenter, Maintenance		20.21
23140 - Carpet Layer		17.94
23160 - Electrician, Maintenance		22.81
23181 - Electronics Technician Maintenance I		19.07
23182 - Electronics Technician Maintenance II		22.49
23183 - Electronics Technician Maintenance III		24.60
23260 - Fabric Worker		17.38
23290 - Fire Alarm System Mechanic		21.02
23310 - Fire Extinguisher Repairer		16.39
23311 - Fuel Distribution System Mechanic		21.50
23312 - Fuel Distribution System Operator		18.49
23370 - General Maintenance Worker		15.60
23380 - Ground Support Equipment Mechanic		20.33
23381 - Ground Support Equipment Servicer		17.39
23382 - Ground Support Equipment Worker		18.40
23391 - Gunsmith I		16.39
23392 - Gunsmith II		18.40
23393 - Gunsmith III		20.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic		18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		19.69
23430 - Heavy Equipment Mechanic		18.54
23440 - Heavy Equipment Operator		20.60
23460 - Instrument Mechanic		20.56
23465 - Laboratory/Shelter Mechanic		19.42
23470 - Laborer		14.78
23510 - Locksmith		18.41
23530 - Machinery Maintenance Mechanic		21.00

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23550 - Machinist, Maintenance		18.41
23580 - Maintenance Trades Helper		14.94
23591 - Metrology Technician I		20.56
23592 - Metrology Technician II		21.40
23593 - Metrology Technician III		22.35
23640 - Millwright		20.86
23710 - Office Appliance Repairer		18.41
23760 - Painter, Maintenance		19.35
23790 - Pipefitter, Maintenance		25.44
23810 - Plumber, Maintenance		20.86
23820 - Pneudraulic Systems Mechanic		20.33
23850 - Rigger		20.33
23870 - Scale Mechanic		18.40
23890 - Sheet-Metal Worker, Maintenance		22.92
23910 - Small Engine Mechanic		17.11
23931 - Telecommunications Mechanic I		23.24
23932 - Telecommunications Mechanic II		24.07
23950 - Telephone Lineman		22.87
23960 - Welder, Combination, Maintenance		17.08
23965 - Well Driller		16.85
23970 - Woodcraft Worker		20.33
23980 - Woodworker		14.45
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		10.58
24580 - Child Care Center Clerk		11.80
24610 - Chore Aide		9.23
24620 - Family Readiness And Support Services Coordinator		11.57
24630 - Homemaker		12.26
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.07
25040 - Sewage Plant Operator		18.58
25070 - Stationary Engineer		23.07

25190 - Ventilation Equipment Tender	16.11
25210 - Water Treatment Plant Operator	18.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.92
27007 - Baggage Inspector	10.08
27008 - Corrections Officer	20.06
27010 - Court Security Officer	20.55
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	20.06
27070 - Firefighter	20.55
27101 - Guard I	10.08
27102 - Guard II	14.84
27131 - Police Officer I	24.82
27132 - Police Officer II	26.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.78
28042 - Carnival Equipment Repairer	10.16
28043 - Carnival Equipment Worker	8.33
28210 - Gate Attendant/Gate Tender	12.53
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	14.02
28510 - Recreation Aide/Health Facility Attendant	10.23
28515 - Recreation Specialist	13.87
28630 - Sports Official	11.16
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.98
29020 - Hatch Tender	18.98
29030 - Line Handler	18.98
29041 - Stevedore I	17.94
29042 - Stevedore II	19.37

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.41
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.04
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.38
30021 - Archeological Technician I	14.84
30022 - Archeological Technician II	16.62
30023 - Archeological Technician III	20.55
30030 - Cartographic Technician	24.59
30040 - Civil Engineering Technician	21.90
30061 - Drafter/CAD Operator I	16.27
30062 - Drafter/CAD Operator II	19.55
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	25.09
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	24.00
30085 - Engineering Technician V	27.48
30086 - Engineering Technician VI	33.22
30090 - Environmental Technician	21.09
30210 - Laboratory Technician	20.26
30240 - Mathematical Technician	25.09
30361 - Paralegal/Legal Assistant I	17.49
30362 - Paralegal/Legal Assistant II	22.76
30363 - Paralegal/Legal Assistant III	26.95
30364 - Paralegal/Legal Assistant IV	27.74
30390 - Photo-Optics Technician	26.70
30461 - Technical Writer I	21.84
30462 - Technical Writer II	24.25
30463 - Technical writer III	26.14
30491 - Unexploded Ordnance (UXO) Technician I	21.24
30492 - Unexploded Ordnance (UXO) Technician II	25.70

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30493 - Unexploded Ordnance (UXO) Technician III	30.80
30494 - Unexploded (UXO) Safety Escort	21.24
30495 - Unexploded (UXO) Sweep Personnel	21.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.55
30621 - Weather Observer, Senior (2)	22.14
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.37
31030 - Bus Driver	18.40
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	9.10
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	10.92
31361 - Truckdriver, Light	14.65
31362 - Truckdriver, Medium	17.07
31363 - Truckdriver, Heavy	18.69
31364 - Truckdriver, Tractor-Trailer	18.69
99000 - Miscellaneous Occupations	
99030 - Cashier	7.74
99050 - Desk Clerk	8.42
99095 - Embalmer	21.24
99251 - Laboratory Animal Caretaker I	10.80
99252 - Laboratory Animal Caretaker II	11.34
99310 - Mortician	23.98
99410 - Pest Controller	15.49
99510 - Photofinishing Worker	10.94
99710 - Recycling Laborer	17.23
99711 - Recycling Specialist	19.85
99730 - Refuse Collector	15.92
99810 - Sales Clerk	10.02
99820 - School Crossing Guard	9.09
99830 - Survey Party Chief	15.66

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99831 - Surveying Aide		9.33
99832 - Surveying Technician		14.23
99840 - Vending Machine Attendant		13.41
99841 - Vending Machine Repairer		15.10
99842 - Vending Machine Repairer Helper		13.41

□

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate

for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour. Conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

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represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the wage and Hour decision to the contractor.

- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2455
Shirley F. Ebbesen		Revision No.: 6
Director		Date Of Last Revision: 05/29/2008

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.69
01012 - Accounting Clerk II	13.81
01013 - Accounting Clerk III	15.02
01020 - Administrative Assistant	21.55
01040 - Court Reporter	16.38
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01060 - Dispatcher, Motor Vehicle	16.03
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01111 - General Clerk I	11.57

01112 - General Clerk II	13.16
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01531 - Travel Clerk I	10.96
01532 - Travel Clerk II	11.76
01533 - Travel Clerk III	12.60
01611 - Word Processor I	12.65
01612 - Word Processor II	14.44
01613 - Word Processor III	16.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.10
05010 - Automotive Electrician	15.88
05040 - Automotive Glass Installer	15.24
05070 - Automotive Worker	15.24
05110 - Mobile Equipment Servicer	13.92

05130 - Motor Equipment Metal Mechanic	16.70
05160 - Motor Equipment Metal Worker	15.24
05190 - Motor Vehicle Mechanic	16.26
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	14.58
05280 - Motor Vehicle Wrecker	15.24
05310 - Painter, Automotive	15.88
05340 - Radiator Repair Specialist	15.24
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	16.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.45
07041 - Cook I	10.52
07042 - Cook II	11.77
07070 - Dishwasher	8.80
07130 - Food Service Worker	8.80
07210 - Meat Cutter	13.54
07260 - Waiter/Waitress	9.47
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.70
09040 - Furniture Handler	12.23
09080 - Furniture Refinisher	15.70
09090 - Furniture Refinisher Helper	13.10
09110 - Furniture Repairer, Minor	14.41
09130 - Upholsterer	15.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	9.96
11090 - Gardener	13.44
11122 - Housekeeping Aide	9.96
11150 - Janitor	10.37
11210 - Laborer, Grounds Maintenance	11.27

11240 - Maid or Houseman	8.80
11260 - Pruner	10.46
11270 - Tractor Operator	12.34
11330 - Trail Maintenance Worker	11.27
11360 - Window Cleaner	11.00
12000 - Health Occupations	
12010 - Ambulance Driver	13.02
12011 - Breath Alcohol Technician	16.35
12012 - Certified Occupational Therapist Assistant	19.82
12015 - Certified Physical Therapist Assistant	17.69
12020 - Dental Assistant	12.45
12025 - Dental Hygienist	26.80
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	13.02
12071 - Licensed Practical Nurse I	14.57
12072 - Licensed Practical Nurse II	16.35
12073 - Licensed Practical Nurse III	18.30
12100 - Medical Assistant	11.61
12130 - Medical Laboratory Technician	15.48
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	13.01
12210 - Nuclear Medicine Technologist	29.02
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.46
12223 - Nursing Assistant III	11.42
12224 - Nursing Assistant IV	12.81
12235 - Optical Dispenser	12.78
12236 - Optical Technician	12.35
12250 - Pharmacy Technician	13.41

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12280 - Phlebotomist		13.97
12305 - Radiologic Technologist		21.58
12311 - Registered Nurse I		21.18
12312 - Registered Nurse II		25.94
12313 - Registered Nurse II, Specialist		25.94
12314 - Registered Nurse III		31.37
12315 - Registered Nurse III, Anesthetist		31.37
12316 - Registered Nurse IV		37.58
12317 - Scheduler (Drug and Alcohol Testing)		19.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.65
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.61
13047 - Librarian		24.14
13050 - Library Aide/Clerk		9.79
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.16
13061 - Media Specialist I		15.72
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.60
13071 - Photographer I		14.38
13072 - Photographer II		16.07
13073 - Photographer III		17.47
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		14.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.96
14042 - Computer Operator II		15.63

14043 - Computer Operator III	19.14
14044 - Computer Operator IV	20.44
14045 - Computer Operator V	23.67
14071 - Computer Programmer I (1)	21.49
14072 - Computer Programmer II (1)	24.98
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	25.28
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	13.96
14160 - Personal Computer Support Technician	20.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.74
15020 - Aircrew Training Devices Instructor (Rated)	29.95
15030 - Air Crew Training Devices Instructor (Pilot)	35.92
15050 - Computer Based Training Specialist / Instructor	24.34
15060 - Educational Technologist	24.76
15070 - Flight Instructor (Pilot)	35.92
15080 - Graphic Artist	20.04
15090 - Technical Instructor	18.55
15095 - Technical Instructor/Course Developer	22.71
15110 - Test Proctor	16.16
15120 - Tutor	16.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.57
16030 - Counter Attendant	8.57
16040 - Dry Cleaner	11.01
16070 - Finisher, Flatwork, Machine	8.57
16090 - Presser, Hand	8.57
16110 - Presser, Machine, Drycleaning	8.57

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16130 - Presser, Machine, Shirts		8.57
16160 - Presser, Machine, Wearing Apparel, Laundry		8.57
16190 - Sewing Machine Operator		11.72
16220 - Tailor		12.38
16250 - Washer, Machine		9.37
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.14
19040 - Tool And Die Maker		19.58
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.72
21030 - Material Coordinator		19.61
21040 - Material Expediter		19.61
21050 - Material Handling Laborer		13.14
21071 - Order Filler		13.66
21080 - Production Line Worker (Food Processing)		14.72
21110 - Shipping Packer		13.80
21130 - Shipping/Receiving Clerk		13.80
21140 - Store Worker I		12.12
21150 - Stock Clerk		15.17
21210 - Tools And Parts Attendant		14.72
21410 - Warehouse Specialist		14.72
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.05
23021 - Aircraft Mechanic I		20.23
23022 - Aircraft Mechanic II		22.05
23023 - Aircraft Mechanic III		23.06
23040 - Aircraft Mechanic Helper		15.40
23050 - Aircraft, Painter		19.26
23060 - Aircraft Servicer		17.34
23080 - Aircraft Worker		18.29
23110 - Appliance Mechanic		16.18
23120 - Bicycle Repairer		13.29

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23125 - Cable Splicer	26.44
23130 - Carpenter, Maintenance	16.30
23140 - Carpet Layer	14.00
23160 - Electrician, Maintenance	21.70
23181 - Electronics Technician Maintenance I	19.79
23182 - Electronics Technician Maintenance II	20.62
23183 - Electronics Technician Maintenance III	21.36
23260 - Fabric Worker	18.19
23290 - Fire Alarm System Mechanic	20.23
23310 - Fire Extinguisher Repairer	17.03
23311 - Fuel Distribution System Mechanic	21.09
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.17
23380 - Ground Support Equipment Mechanic	20.23
23381 - Ground Support Equipment Servicer	17.34
23382 - Ground Support Equipment Worker	18.29
23391 - Gunsmith I	17.03
23392 - Gunsmith II	19.06
23393 - Gunsmith III	20.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.39
20.30 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.38
23440 - Heavy Equipment Operator	19.91
23460 - Instrument Mechanic	20.23
23465 - Laboratory/Shelter Mechanic	20.07
23470 - Laborer	13.43
23510 - Locksmith	19.00
23530 - Machinery Maintenance Mechanic	20.08
23550 - Machinist, Maintenance	18.80
23580 - Maintenance Trades Helper	15.59
23591 - Metrology Technician I	20.23

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23592 - Metrology Technician II	22.05
23593 - Metrology Technician III	23.06
23640 - Millwright	20.49
23710 - Office Appliance Repairer	21.79
23760 - Painter, Maintenance	15.70
23790 - Pipefitter, Maintenance	21.34
23810 - Plumber, Maintenance	19.63
23820 - Pneudraulic Systems Mechanic	20.23
23850 - Rigger	20.23
23870 - Scale Mechanic	19.06
23890 - Sheet-Metal Worker, Maintenance	20.57
23910 - Small Engine Mechanic	16.57
23931 - Telecommunications Mechanic I	21.92
23932 - Telecommunications Mechanic II	22.68
23950 - Telephone Lineman	24.52
23960 - welder, Combination, Maintenance	19.96
23965 - well Driller	20.23
23970 - woodcraft worker	20.23
23980 - woodworker	15.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.07
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.38
24620 - Family Readiness And Support Services Coordinator	12.89
24630 - Homemaker	13.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.70
25040 - Sewage Plant Operator	20.29
25070 - Stationary Engineer	20.70
25190 - Ventilation Equipment Tender	16.21
25210 - Water Treatment Plant Operator	20.29

27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.86
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	23.51
27010 - Court Security Officer	23.51
27030 - Detection Dog Handler	11.86
27040 - Detention Officer	23.51
27070 - Firefighter	20.69
27101 - Guard I	10.61
27102 - Guard II	11.86
27131 - Police Officer I	26.33
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equipment Worker	9.41
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.36
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.80
29020 - Hatch Tender	17.80
29030 - Line Handler	17.80
29041 - Stevedore I	16.87
29042 - Stevedore II	18.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42

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30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	15.10
30022 - Archeological Technician II	16.90
30023 - Archeological Technician III	20.94
30030 - Cartographic Technician	24.09
30040 - Civil Engineering Technician	22.64
30061 - Drafter/CAD Operator I	16.77
30062 - Drafter/CAD Operator II	18.75
30063 - Drafter/CAD Operator III	20.91
30064 - Drafter/CAD Operator IV	24.90
30081 - Engineering Technician I	15.12
30082 - Engineering Technician II	16.98
30083 - Engineering Technician III	18.79
30084 - Engineering Technician IV	23.55
30085 - Engineering Technician V	30.70
30086 - Engineering Technician VI	36.24
30090 - Environmental Technician	24.09
30210 - Laboratory Technician	17.81
30240 - Mathematical Technician	24.09
30361 - Paralegal/Legal Assistant I	17.35
30362 - Paralegal/Legal Assistant II	22.10
30363 - Paralegal/Legal Assistant III	27.50
30364 - Paralegal/Legal Assistant IV	32.75
30390 - Photo-Optics Technician	22.80
30461 - Technical Writer I	19.40
30462 - Technical Writer II	24.29
30463 - Technical Writer III	28.71
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58

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30495 - Unexploded (UXO) Sweep Personnel		21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)		20.91
30621 - Weather Observer, Senior (3)		23.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.48
31030 - Bus Driver		12.91
31043 - Driver Courier		11.69
31260 - Parking and Lot Attendant		9.03
31290 - Shuttle Bus Driver		12.42
31310 - Taxi Driver		11.04
31361 - Truckdriver, Light		12.42
31362 - Truckdriver, Medium		13.22
31363 - Truckdriver, Heavy		17.51
31364 - Truckdriver, Tractor-Trailer		17.51
99000 - Miscellaneous Occupations		
99030 - Cashier		8.99
99050 - Desk Clerk		11.08
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		11.14
99252 - Laboratory Animal Caretaker II		11.70
99310 - Mortician		24.61
99410 - Pest Controller		17.46
99510 - Photofinishing Worker		11.22
99710 - Recycling Laborer		13.94
99711 - Recycling Specialist		15.88
99730 - Refuse Collector		12.94
99810 - Sales Clerk		10.69
99820 - School Crossing Guard		10.46
99830 - Survey Party Chief		19.39
99831 - Surveying Aide		12.63
99832 - Surveying Technician		17.30
99840 - Vending Machine Attendant		14.39

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99841 - Vending Machine Repairer	18.18
99842 - Vending Machine Repairer Helper	14.39

□

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an

individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.